BULLETIN

NATIONAL COUNCIL YMCA

of YOUNG MEN'S CHRISTIAN ASSOCIATIONS of CANADA

DR HENRY F HALL
SIR GEORGE WILLIAMS
UNIV
1435 DRUMMOND ST
MONTREAL 25 P Q
YF

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Enthusiastic Response

ASSOCIATIONS PREPARING FOR CONFERENCE

Reports from YMCAs and YMCA-YWCAs across Canada indicate the 1968 Canadian YMCA Conference (York Campus, York University, Toronto, June 23-27) will be greatest-ever-gathering to consider the future of the 'Y' Movement in Canada.

More than 600 persons (at least one-third to be youth) are expected at the Conference, called to "make the YMCA into a creative, innovative organization in Canadian life".

Comments from Associations preparing for the Conference include:

This is the type of study we have been hoping to settle down to do for the last two years — now it is a must.

. . . impressed with the freedom of dialogue between the generations and also between those of Protestant and those of the Catholic faith.

. . . definite excitement in the group . . .
let's forget about age differences and get on with the job.

. . . thrilled with the depth of participation in these discussions.

Why the Conference?

— To bring together representative members of YMCAs and YMCA-YWCAs, along with members-at-large of the National Council of YMCAs of Canada.

— To propose major Association goals for the decade that lies ahead.

— To provide a problem-solving opportunity for Associations to deal with the matters that concern them most.

— To identify for Canadian YMCAs the implications for program of the foreseeable developments on the Canadian and International scene.

— To give an opportunity for several hundred representative Association members to meet with some of the important world leaders of the YMCA, some of the key leaders in our national life, and to experience the Christian fellowship of a significant cross-section of men and women, boys and girls, dedicated to common purposes.

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DELEGATES will be using York University facilities.

February 23-24

National Board Actions

▼ Approved 1968 budget for National Council at $530,743 including $210,000 for World Service. Geneva Park budget is separate, with anticipated revenue of $5,000 to National Council budget. Association allocations to 'National' are listed as $247,000, up $27,000 from 1967 budget amount.

▼ Agreed to 'free up' remaining monies in Canadian YMCA Youth Fund for projects to be approved by Executive Committee.

▼ Changed Extension policy to encourage "special innovative program projects which an Association might wish to launch . . . such projects should be distinctly different from present traditional, ongoing program of the Canadian YMCA, and could be of an experimental nature. The projects would deal with community problems which are not being met by other organizations in the community and in keeping with the Christian purpose of the YMCA".

▼ Commended World Service efforts by Associations, after review of the first year of the new approach in World Service. More monies were raised, and a start made on special projects involving Canadian 'Y' in a direct relationship with work in overseas centres.

▼ Endorsed preliminary proposal from National Leadership Development Committee (for action at Annual Meeting, June 27) which opens up all 'National' positions to persons under 30 years, and provides for greater representation from all parts of Canada.

▼ Accepted the view (of ad hoc group from YMCA-YWCA Forum) that there are no impelling reasons for consideration of national amalgamation during this year.

▼ Asked Program Services to review the National staff time to be given to maintaining Hi-Y National Fellowship, National So-Ed, Phalanx, Phiat, Y's Men's liaison and others.

▼ Expanded Public Relations to include (from July 1) responsibilities for Relationships Committee (liaison with other organizations), and contact with National Capital (government, other groups).

▼ Advised the National President to include as members of the Executive Committee: World Service Chairman (D. R. Annett), Public Relations Chairman (A. S. Crawford), and National Leadership Chairman (J. M. Magwood, Q.C.).

WES McVICAR RECOGNIZED . . . National Board was joined by members of National YMCA Physical Education Committee and representatives from other Canadian bodies in tribute to Wes as he leaves National staff April 1 for assignment with World Alliance YMCA in Geneva, Switzerland (publications secretary, and specialist in physical education). National Secretary Les Vipond comments:

"If Association leadership is based to a considerable degree on the principle that character is caught by young people from those who occupy positions of leadership, then the YMCA is successful in achieving its objectives insofar as it can attract to its leadership ranks men of the quality of J. Wesley McVicar."

John Girvan

National Board Chairman Comments

No longer can the Young Men's Christian Association assume that because it has a Y triangle symbol over the door, a statement of purpose nicely framed hanging in the General Secretary's office and a receipt for its 3½% contribution to National Council that all that happens within its walls is good and righteous.

What does the organization stand for? Are we "Young"? Much of our discussion has been related to this problem. Does youth really have a role to play in our YMCA? Are we listening to youth or merely hearing them? How well do we communicate with youth? Are they represented in the decision making councils of the YMCA?

Are we a men's organization? Really in name only. We must attempt to enfranchise the women in our programs and through our organization.

Are we "Christian". In what ways has the YMCA really made an all out effort to relate to youth in this area and help them develop a meaningful religious philosophy.

Are we an "Association"? The dictionary says an Association is "an organization of persons with common objectives a "state of fellowship". Is this what we are?

It's time we analyzed and redefined our goals in order to justify the role of the YMCA in working with youth today. Goals that have meaning, are relative and objective. Youth must be a part of this process and have a share in it.

If after our Conference in June, we can't think of places to go we will be run over. We will be passed by. We need to be where the action is. We need to find new places to go. *Places we have never been before and most important we must find new ways of getting there.*

NEW NATIONAL BOARD MEMBERS . . . John J. Carson, chairman of Public Service Commission of Canada, Ottawa; Frank H. Kernaghan, general manager, Atlantic Provinces, Catalogue Division, Simpsons-Sears Limited, Halifax (Regional YMCA Vice-President for Nova Scotia, Newfoundland and Bermuda); and W. Westwood Smith, C.A., partner, Price Woodhouse and Company, Winnipeg (Regional YMCA Vice-President for Manitoba and Lakehead).

CARSON KERNAGHAN SMITH

PERSONNEL HIGHLIGHTS

1. Record Jump in Salary Levels

Salaries in the Movement at the end of 1967 reached a median level of $7,500.00 — $500.00 above the 1966 level. This is the largest increase in history and reflects improved salary levels and practices in many Associations. Happily, the increase applied almost equally among all types of Secretarial positions.

The National Personnel Service Committee is recommending increases in salary ranges for 1969 which are 8% above its recommendations for 1968. In this way, the Movement will be able to offer salaries that will attract and keep outstanding men on its staff.

2. Record Number of Secretaries

The total of Group III and IV Secretaries totalled 287 at the end of 1967. This is a new high level and represents a jump of 19 from one year earlier.

By contrast the number of Group II staff dropped from *159* to *152*, and is lower than 5 years ago.

These statistics reflect hiring policies that increasingly emphasize high levels of education and experience.

3. The "Open" System of Placement to be Tested

After years of discussion and continuing controversy, the National Personnel Services Committee has developed a draft plan for "open" placement. At the present time, the National Personnel Office suggests names of Secretaries who have indicated an interest in a move or who seem to be qualified for the opening.

There are many pros and cons. The committee feels that staff are more likely to stay in the organization if they have an opportunity to influence their future placements. Everyone will know of the vacancies across the country, but the Committee does not expect that staff turnover will be increased. The Personnel Division will continue to act as a clearing-house of personnel information and will provide recommendations to Associations and Secretaries.

Details of the draft plan are being sent to Secretaries and key laymen of each Association this month. Reactions are sought to strengthen the plan. If approved, the revised placement process could go into effect before the end of 1968.

GOVERNOR-GENERAL ROLAND MICHENER is shown here during his run in the Montreal Downtown YMCA.

"More and more experts in physical fitness are concluding that regular walking or running is the best of all exercises . . . . therefore I am happy to commend those who support this particular project."

With this message of support to the assembled runners, His Excellency the Governor-General of Canada, Roland Michener, easily negotiated two laps of the Downtown Y's gym starting a project that will see 36 countries visited and 40,000 miles run by 'Y' runners.

CONFERENCE . . .

(Continued from page 1)

— Further, the Conference will provide a learning experience for delegates as they attempt to build their Associations into relevant, adaptive organizations for the future.

— Because one half of the Association representatives must be between the ages of 17 and 30 a confrontation of the generations will be experienced.

What's the plan?

The three major content areas for consideration at the event are as follows:

1. Who are we? What are we in business for?

2. Where are we? What is our social relevance?

3. What do we do?

Rather than a traditional conference, it is planned to do much of the work in small groups of approximately 15 persons, representing a cross section geographically, in age, and in Association experience. Each group will begin working on the content areas stated above, identifying their problems related to each area. A communication system will be established between individual groups and a resource center. Key leaders in content areas and in process will be located in the resource center and will 'tune-in' to the groups and then provide pertinent resource data to the groups.

At various times, individual group members will be asked to vote on alternate solutions being proposed on a specific problem. These votes will go through a computer and the results in terms of the range of opinion of the conference will be fed back promptly to the group.

How does each 'Y' fit?

The conference is seen as only one part of a three-part process. The first part or pre-conference preparation is already underway. A sample of Association members from across the country was polled to gather information on the problems that their Association is facing. These were formulated into the major content areas described above. An elaborate process of local Association involvement in consideration of the major issues has been set up in each Association and a series of background papers on the major issues is being distributed for local consideration and collection of more information. In this way, it is hoped that a larger group of Association members will share in the decision-making.

The second part of the total process is the conference itself. Representatives from Associations will share problems, develop a framework to deal with the problems, and receive more information and process aids from the key resource group. They will also gather the ranges of opinion on the major issues. General directions for the National Council will be established.

The third part of the process is decision and action in the back-home situation This is where authority for decision-making resides and every effort will be made at the conference and after the conference to help that process to take place.

CANADIAN AMBASSADOR R. L. Rogers (l.) unveils K. D. Soble memorial plaque with Nazareth YMCA President S. Geraisy (r.) and 'Y' Secretary F. Youssef. The late Mr. Soble, Hamilton, Ont., was active in fund raising in behalf of the Nazareth 'Y' building program. Cable was read from Canadian 'Y' President Maurice Strong by Herbert L. Minard, International 'Y' fraternal secretary in Israel:

"Our thoughts and good wishes with you all on occasion of unveiling of Soble memorial at Nazareth. We are grateful for this recognition of his contribution and will continue with you to work for fulfillment of great hopes we share for the Nazareth YMCA".

Training

RAMA PROJECT

From M. Noganosh C.D.W., Indian Affairs Branch, RR 6, Orillia, Ont., to D. M. Nicolson, as executive secretary for Geneva Park, leadership training and conference centre of the Canadian YMCA.

> ... thank you and the staff that was involved in the recent training programs sponsored by National YMCA and held at Geneva Park, on behalf of the young people of Rama Indian Reserve ... I am more than pleased to find that we can work together for the development of people, especially those who are depressed by isolation. I am looking forward to more experiences of this kind, so that we can eventually build a corps of trained Indian leaders to carry their people forward to greater achievements....

Geneva Park plans on providing staff leadership for 1968 summer season for Rama Indian Reserve.

KEN MacKERACHER, leaving Toronto Westwood YMCA, will be assisting Gord Hodge and National YMCA Program Services from mid-March on short term 'National' assignments related to conferences and events this summer. He plans on graduate studies, in the autumn.

Innovative Program

TORONTO YMCA DEMONSTRATES NEW APPROACH

COUNSELING ... from the long-recognized Toronto YMCA Vocational Counseling Service experimental projects in other forms of counseling are being undertaken with expanded staff and facilities ... public attention is being attracted to this service through feature stories and interviews by Toronto news media. Address is 18 Grenville St., Toronto.

SUMMER TOUR ACCOMMODATIONS ... Scarborough Branch 'Y' utilizing 28 acres of parkland at Masaryktown, 450 Scarborough Golf Club Road, Scarborough, Ont., has cabin accommodation suitable for mixed groups. Park facilities include a restaurant, two swimming pools, track, playing field and wooded ravine land suitable for campfires.

IS YOUR TRUE IMAGE SHOWING?

(An Editorial by William J. Ramseyer
General Secretary, York, Penna.)

Advertising agencies have convinced the general public that one cannot be a success with bad breath, body odor or stiff hair.

The question I would like to ask is, "Can the YMCA be a success with a shabby building, disinterested employees or poorly run programs?"

Recently one of our long time members toured a considerable part of the United States. Since he was an active member of our physical fitness program, he made it a point to stop at YMCAs regularly for a workout. He has always been proud of his membership and his YMCA. Upon his return from his trip, he reported his disappointment to me.

Most YMCAs he visited did not accept or recognize his card as an introduction for a "fellowship." As far as they were concerned he was a stranger in their YMCA and they let him know it.

There was no interest on the part of desk help or professional staff to answer questions, to show him around, to invite him to participate.

He was disappointed in the condition of the buildings, the lack of program, the disinterested employees.

In most YMCAs he paid the full daily guest fee even though he held a full-privilege membership card. He was *willing* to pay a guest fee but did not appreciate the insinuation that he was a freeloader.

Is this the image of the YMCA in your community? Are prospective members being repulsed by our lack of interest or concern by employees? Contrast the above to the standards of housekeeping and the personalized service being offered by successful motels.

YMCAs across the country need to develop and maintain some adequate standards for housekeeping, program and staff which will reflect a consistency with our purpose to all who come in contact with the Association.

The YMCA can develop and maintain a plan for accrediting Associations which conform to an accepted standard. The YMCA can be rated by its peers. If an Association rates below a standard in any section, this becomes a target or goal for improvement by the local Board and staff. By consultation and cooperation, our local Associations can demonstrate improvements and a mutual concern for better standards. We can help each other become better YMCAs.

What is the image of the YMCA in your community? Wouldn't you like to test it against a high standard for superior Associations?

Can the YMCA really afford the label of a second-rate organization? Can a worn-out building with a disinterested staff really attract persons or develop leadership? Is your YMCA really living off the residual goodwill of the past generation?

I am convinced that our YMCAs of today must demonstrate enough vigorous activity to throw off the deterioration of the past. We must present a fresh, exciting and creative image of an organization with an important task. Our imaginative programming needs to meet the needs of youth and challenge our community leaders. Such an organization can excite people, secure support and give the YMCA an important role in the community.

**Reprinted from U.S. National Council YMCA Bulletin*

CERTIFICATION ... National YMCA Personnel Services announces these persons as having completed requirements for YMCA secretaryship: William C. Cleminson, Acting Director, Centre for Community & Urban Services in Hamilton, Ont.; Philip H. Macdonald, Assistant Secretary, Montreal-West Island; Helen M. Rideout, formerly Women & Girls Program, Fredericton, N.B.; Joan E. Richardson, Staff Assistant, Office of Dean of Students, Sir George Williams University, Montreal; James H. Turner, Assistant Secretary, Montreal-Lachine Dorval; Edward F. White, General Secretary, St. John's Nfld.; Richard L. Woods, Program Secretary, Vancouver-South.

CLEMINSON

MacDONALD

RIDEOUT

RICHARDSON

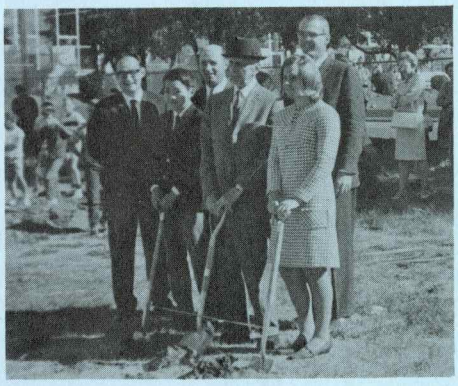
TURNER

WHITE

WOODS

THE 'Y' ACROSS CANADA

OTTAWA YMCA-YWCA's Central building sod turning ceremony attracted National Capital interest. Shown (left to right) are: YWCA of Canada's Executive Director Miss Agnes Roy; National YMCA President Maurice Strong, Nicole St. Onge; Minister of Public Works Hon. George J. McIlraith; Ottawa 'Y' President Mrs. Bruce G. Craig; Minister of Finance Hon. Mitchell Sharp; Wayne Lawson; and YWCA of Canada President Mrs. A. W. Ruby.



LETHBRIDGE YMCA expects its new million-dollar building to open this summer. Participating in the sod-turning ceremony last autumn were (left to right): Tom McNab, president and campaign treasurer; Greg Senda, president of Boys' Junior Leaders; Dave Hodge, building campaign chairman; C. R. Daniel, oldest living past president who campaigned for original building; Brenda Black, president of Girls' Junior Leaders; and Ralph Thrall Jr., campaign chairman and National 'Y' board members.

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IN MEMORIAM

Dr. John M. Pritchard
National President 1950-56
Miami, November 10, 1967

James A. Wallace
YMCA Secretary
Toronto, December 7, 1967

Charles W. Taylor
Hamilton, February 8, 1968

James A. Northey, Sr.
Executive Committee Chairman 1946-55
Toronto, February 21, 1968

WORLD YOUNG ADULT YMCA-YWCA CONFERENCE will be held August 1-11 at Geneva Park. Delegates from all over the world will be billeted in advance at Toronto, Guelph and Kitchener-Waterloo from July 29-August 3, with hospitality and sightseeing. The Canadian YMCAs, YWCAs and YMCA-YWCAs are allotted 30 delegates. Has your Association sent in names of young adults? Canadian 'Y' Host Committee includes (back, right to left): Bob Howes, Toronto Westwood YMCA; Ivan Eaton, staff, National Council of YMCAs; Pablo Machetzski, Kitchener-Waterloo YMCA; Ken Edwards, Guelph YMCA-YWCA; Dave Ptolemy, Toronto, member, World Council of YMCAs. (Front, left to right: (Mrs.) Evelyn Hague, formerly Scarborough YWCA; Lena Farrell, staff, YWCA of Canada; Carol Glenn, Toronto Eastview and Central YMCAs; Kathy McGee, Etobicoke YMCA-YWCA and North Toronto YMCA; Elizabeth Matthews, Kitchener-Waterloo YMCA.

YMCA LAYMEN participated in the Winter Conference (Action for Unity) of the Canadian Institute on Public Affairs. Shown at Toronto's St. Lawrence Centennial Hall are W. M. Hall, president of Montreal YMCA, and a Conference panelist, with W. E. Snow, chairman of National YMCA Relationships committee, who attended the Conference with a 'Y' delegation made up of members of the host committee for the World YMCA-YWCA Young Adult Conference August 1-11, Geneva Park).

PICTOU COUNTY YMCA-YWCA (N.S.) has a representative board. Shown (left to right) are: Ralph Dempster, Thorburn (Building-Property Chairman); Jim Mitchell, New Glasgow (President); Alan Ferguson Jr., Pictou (Vice-President); Mrs. L. C. Sangster, Westville; Charles Poulain, Stellarton; and Eric Eamon, Executive Director.

Note These Dates

1968		International Human Rights Year
MARCH		
	22-31	International Management Seminar, Quito, Ecuador
APRIL		
	21-29	World Alliance YMCA Executive and Standing Committees, Geneva, Switzerland
	30 - MAY 10	Human Relations Training Lab and Training Development Course — Geneva Park
MAY		
	11	National Council YMCA President's Consultation with Metro Associations — Geneva Park
	12-18 & 19-25	Industrial Management Clubs of Canada — Management Development Course, University of Western Ontario, London
	19-23	North American Shared Conference, Lake Geneva, Wisconsin
	26 - JUNE 1	Industrial Management Clubs of Canada — Management Development Course, Universite of Laval, Quebec City
	27-31	Industrial Management Clubs of Canada — Education Seminar, Montreal
	31 - JUNE 3	Association of 'Y' Office Personnel — Geneva Park
JUNE		
	6	124th Birthday of YMCA
	23-27	1968 Canadian YMCA Conference, York University, Toronto with National Council Annual Meeting on June 27.
	29 - JULY 13	National YMCA Leaders Corps Training Camp — Boys — Geneva Park
JULY		
	14-27	Leadership Training Camp — Girls — Geneva Park
	15	Inter American Youth Conference, Rio de Janiero
	22-26	International Y's Men's Convention, French Lick, Indiana
AUGUST		
	10-24	Y's Men-sponsored Human Relations Courses — Geneva Park
	31	13th YMCA Canadian Hi-Y Assembly — Geneva Park
	31 - SEPT. 7	National YMCA Skill School, Geneva Park
SEPTEMBER		
	27-29	International Committee Plenary, Atlanta, Georgia
OCTOBER		
	13-17	Seventh World YMCA Consultation on Health and Physical Education — Mexico City
	25-26	Industrial Management Clubs of Canada — 24th National Conference, Royal York Hotel
NOVEMBER		
	10-16	101st Annual YMCA/YWCA Week of Prayer and World Fellowship
	10-15	YMCA Seminar on United Nations and World Affairs Education, New York

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MAURICE F. STRONG, President
J. F. GIRVAN, Chairman
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